



## Northshire Hockey Association Locker Room Policy

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is central to NHA's goals. NHA adheres to USA Hockey's SafeSport Program as a means to help protect its participants from physical abuse, sexual abuse and other types of misconduct, including emotional abuse, bullying, threats, harassment and hazing. To help prevent abuse or misconduct from occurring in our locker rooms, NHA has adopted the following locker room policy. This policy is designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms.

USA Hockey is concerned with locker room activities between minor participants, minor participants and adult participants, adults being alone with individual minor participants in locker rooms, and with non-official or non-related adults having unsupervised access to minor participants at team events.

It is the policy of USA Hockey that all USA Hockey Member Programs have at least one responsible screened adult present directly monitoring the locker room during all team events (which includes practices) to assure that only participants (coaches and players), approved team personnel and family members are permitted in the locker room and permitted to supervise the conduct in the locker room. Any individual meetings between a minor participant and a coach or other adult in a locker room shall require that a second responsible adult is present. **The responsible adult that monitors and supervises the locker room shall have been screened in compliance with Section III of the SafeSport Handbook.**

### Locker Room Monitoring

Locker rooms will be available to skaters 30 minutes prior to practice times and 60 minutes prior to games. Skaters will have 15 minutes to clear the locker room after the coach is finished with team business. Skaters are not allowed in the locker rooms unless they are there for a scheduled practice. Once their scheduled practice is over, NHA expects parents to supervise their players.

This timing allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, NHA understands that this would likely make some players uncomfortable and may even place our staff at risk for unwarranted suspicion. A designated monitor will conduct a sweep of the locker rooms and changing areas before players arrive, and if the coaches are not inside the locker rooms, either a coach or voluntary locker room monitors (each of which has been screened) will be posted directly outside of the locker rooms and changing areas during periods of use. Monitors will leave the doors open only when adequate privacy is still possible, so that only participants (coaches and players), approved team personnel and family members are permitted in the locker room.

Team personnel will also secure the locker room appropriately during times when the team is on the ice.

## **PLAYER CONDUCT IN LOCKER ROOMS**

In addition to the general Code of Conduct set forth above, players will adhere to following locker room standards of behavior.

Players are expected to listen and follow the instructions of the designated locker room monitors at all times. Locker rooms, both home and away, will be left clean and in good condition. In particular, but not exclusively, players may be disciplined for:

1. Defacing or destroying property belonging to any individual, team, association, or rink
2. Wrestling, boxing, shoving, or engaging in physical contact of any manner
3. Throwing items in the locker room
4. Climbing on locker room structures including benches, furniture, cubby areas and / or walls and partitions
5. Touching any equipment or clothing that does not belong to that player
5. Yelling, screaming, or shouting. Conversation is to be kept at a comfortable level at all times
6. Stick handling or performing other hockey warm-up drills inside the locker room. Hockey warm-up drills are only to be performed in areas designated by Head Coaches
7. Exhibiting disrespectful behavior to fellow players, coaches or team representatives
8. No food allowed in the locker rooms; no exceptions.

## **Parents in Locker Rooms**

Except for players at the younger age groups (U6, U8 & U10), NHA discourages parents from entering locker rooms unless it is truly necessary. If a player needs assistance with his or her uniform or gear, if the player is or may be injured, or a player's disability warrants assistance, then we ask that parents let the coach know beforehand that he or she will be helping the player. Naturally, with our youngest age groups it is necessary for parents to assist the players getting dressed. NHA encourages parents to teach their players as young as possible how to get dressed so that players will learn as early as possible how to get dressed independently. In circumstances where parents are permitted in the locker room, coaches are permitted to ask that the parents leave for a short time before the game and for a short time after the game so that the coaches may address the players. As players get older, the coach may in his or her discretion prohibit parents from a locker room.

## **Mixed Gender Teams**

Some of our teams consist of both male and female players. It is important that the privacy rights of all of our players are given consideration and appropriate arrangements made. Where possible, NHA will have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms to undress, if available. If separate locker rooms are not available, all players on mixed gender teams are required to arrive at the rink wearing their hockey base layers or shorts and t-shirts under their street clothes. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender has the opportunity to see players of the opposite gender in a state of dress / undress.

**U6, U8 & U10 teams will be co-ed locker rooms. All skaters should report to their team locker room.**

## **Cell Phones and Other Mobile Recording Devices**

**Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted to be used in the locker rooms.** All practice times are set prior to the start of the season; therefore all parents/guardians should know when to pick up their skater. All coaches should have emergency contact information. Please do not send your skater to the rink with their cell phones. This will prevent any issues in the locker room and prevent anything from happening to their phone when they are on the ice.

## **Prohibited Conduct and Reporting**

NHA prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook. Participants and volunteers in NHA may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies.

This policy shall be reviewed annually by the board of directors. Any changes to the policy shall be communicated accordingly.

*Last revised: 1/15/2018*

## **TEAM LOCKER ROOM MONITORING RULES AND POLICIES**

1. The “responsible adult” can be the coach, but it might be more practical to add the team manager and/or selected team parents. Coaches have many tasks, and are not always in the locker room. Each team will have designated responsible adults.
2. “Responsible adults” should be of sufficient maturity (an early twenty- something is not mature enough to supervise a 14U locker room).
3. All locker room monitors must be screened in accordance USA Hockey & VT Hockey.
4. The locker room monitors should be carefully chosen, and understand that their role is strictly supervision of the locker room. The non-coach locker room monitors are not coaches and should not attempt to be such.
5. The locker room monitors must be gender correct.
6. “All team events” means both games and practices, and monitoring is required whenever players are in the locker room. The staff must come early and stay late.
7. All recording devices should be banned from the locker room, including cell phones and cameras.
8. At a minimum the locker room monitors’ specific duties should include:
  - a. Responsibility for locker room security, including allowing only team- authorized persons to enter the room and locking the room when the team is on the ice.  
Responsibility for the locker room key.
  - b. Collecting and safeguarding any cell phones or other recording devices brought by players.
  - c. Being in the locker room at all times when a coach is in the room with a single player.